

Gary Buxton BA (Hons.) GMBPsS, FRSA, PCC, MBE



Gary has 20 years experience of both operations and senior leadership roles across the voluntary, public and commercial sector organisations.

Gary has set up an organisation from scratch and grown it to employ over 1,500 people giving him firsthand insight into the highs and lows of being an entrepreneur.

Gary has also set up a new division in an international business and mobilised complex multi-million-pound contracts which have involved thousands of staff and coordinating the activity of over thirty supply chain organisations. Through these experiences he has recognised the importance of leading beyond his authority and developing senior leaders and technical experts to deliver market leading performance.

As a Coaching Psychologist, qualified and internationally credentialled executive coach and able to deliver psychometrics in both ability and personality, he can offer a comprehensive coaching experience for people looking to deliver their best in life and work. Gary is also on the accelerated pathway to becoming a Chartered Coaching Psychologist in 2023.

In recognition of his pro-bono and charity work, Gary was awarded an MBE by HM Queen Elizabeth II in 2014.

Gary is a Non-Exec Director & Governor of the University of Manchester and supports the strategy and governance of the largest Russell Group University, turning over £1.2bn with 12k staff and over 40k students. In addition to the main board, he sits on the People & Organisational Development, Nominations and Awards & Honours Committees and Chairs the Remuneration Committee.

Coaching Style

As a Psychologist and Coach with additional complimentary qualifications in Action Learning, Psychometrics, Project Management and Facilitation, Gary brings both technical and experiential insights into his coaching practice.

Gary's coaching style is characterised by positive curiosity and he uses a wide range of tools and models to support the coaching process. Through open questioning, thought experiments and the use of creative techniques, Gary is able to find unique ways of unlocking your inner motivations and accelerate your thinking to bring new insight on both leading people and strategy.

Typical Outcomes

Gary primarily works with CEOs, Directors and people managers, often in organisations that are experiencing significant growth or change. Gary's clients are mostly across the service sector (IT, Finance, Legal) or leaders who are delivering complex government-based contracts/services (Health, Education, Housing).

Gary's clients have reported being able to:

- Make better decisions
- Recharge and reflect
- Decompress from the day to day pressures of work

- Build resilience
- Gain perspective
- Slow down their thinking to help focus on what is important rather than urgent
- Gain clarity of thought and purpose
- Re-connect with their motivation
- Enhance emotional intelligence to understand self and others

Qualifications and Areas of Specialism

- BA (Hons.) Psychology – Specialising on Occupational and Organisational Psychology
- GMBPsS – British Psychological Society Division of Coaching Psychology
- Coaching Psychologist (Accelerated Pathway)
- Practitioner Diploma with the Academy of Executive Coaching (Middlesex University)
- Post Graduate Certificate in Business and Personal Coaching (ICF ACTP Recognised Course) (University of Chester)
- Professional Certified Coach (PCC) with the International Coaching Federation (ICF)
- Registered ICF Coach Supervisor (Post Graduate Course)
- Test User Occupational Ability and Personality (British Psychological Society)
- Lumina Spark Practitioner
- Myers Briggs Type Indicator Step I & Emotional Judgement Inventory (EJI) Myers Briggs Company
- Strong Interest Inventory®, ABLE® Series and Saville Consulting Aptitude Assessments
- Psychometric Products: Strengths, Decision Styles, Resilience, Team, Culture Fit, Inspiring Leader, Winning Attitudes and Blended 360 from [Zircon BeTalent](#)
- Cognitive Behavioural Therapy Coach Practitioner, The Priority Academy, (CTAA)
- Qualified Action Learning Facilitator
- Clore Social Leadership Fellow
- Fellow of The Royal Society for the Encouragement of Arts, Manufactures and Commerce

In addition to his current roles serving as a NED for the University of Manchester, Victorious Academies Multi Academy Trust and the Apprentice Academy, Gary has served on the following boards:

- Accountability Board – Crown Prosecution Service (2011-2013)
- Advisory Board – Department for Communities and Local Government (2009-2012)
- International Forum for Youth Participation and Democracy – Cambridge University (2009-2011)
- Non Exec Director - Manchester University Settlement (2008-2011)

Client Testimonials

Gary emanates warmth, compassion and connection as a coach. He poses thoughtful and perfectly framed questions which expand your thinking and enable you to explore things deeply. Gary was so attuned to me and my individual nuances that he enabled me to do some very deep and profound work. Alongside all of this Gary has a proven track record as a leader across many different sectors. He skilfully brings this knowledge into the coaching session without being directive, and creates the space in a professional, but relaxed and caring way.

Ruth – Business Owner - Stagecoach

As a coach, Gary creates a rich and supportive environment with huge positivity. He combines this with succinct powerful questions. Being coached by Gary was an amazing experience and felt like a masterclass, our conversations were very natural and easy but at the same time carried enough challenge to create change. I count myself lucky to have been coached by Gary

Clare – Director of Talent – Global Media & Marketing Firm MiQ

Gary is sunshine and smarts in equal measure. The warmth of the sun and the steely directness that I have found invaluable when you are always navigating new angles of who you are as a person and how you can do better, know better and be better. Gary has an arsenal of learning models at his fingertips and has the ability to put people at ease even when they are being challenged - making the uncomfortable conversations prime places for growth is a wonderful skill and Gary is a force for good.

Emy – Global HR Director - Flutter Entertainment

Gary has a gift for connecting and making people feel safe which is critical for successful coaching. He also has the amazing ability to focus on the positive and make the coaching experience a true build-up of energy. If you add this to a sharp intelligence and great listening and empathy, you're probably not far from the perfect coaching combination!

Laurent – UK President - Astra Zeneca

'Working with Gary has fundamentally changed the way I approach my job, how I manage my teams and reignited ambition and commitment within me. The sessions with Gary felt like a complete investment in me from both a professional and personal perspective and I believe it was Gary's skilful handling of where the professional and the personal interact that resulted in the work we did being so transformative.

The sessions were carefully planned, well-paced and provided enough support for me to be brave, but enough challenge to embrace risk and uncertainty. The relationship Gary provided was at the heart of this work; in short, he provided a professional relationship that allowed me to grow which will have wide ranging positive impacts for my organisation, but also for my future career. I can honestly say that this was the best piece of professional development of my career.'

Dougie Boyd – Head of Education

'It's not very often you meet someone in the real world with superpowers, but Gary is one of them! His ability to listen, understand and reflect on complex challenges and utilise inquisitive questioning to help find a suitable solution is exceptional.

I have genuinely benefitted from Gary's passion for development in my own career and always found our interactions insightful and useful. He possesses a unique skill of challenging with decorum which has helped in my career no end. See, superpowers!'

Dil Malik – Head of Sales

Gary really understands things to operational detail, but is also able to see everything in a wider context and drive strategy.

He is extremely intelligent and will often offer challenge to drive efficiency, innovation and performance whilst always making sure this is people focussed.

Chantel Curwen – National Quality Manager

Gary is a person that genuinely amazes me every single day. He is without a doubt the person that has supported my own personal and professional development more than any other.

Ross Foster – Head of Operations

- 1. more confident in myself as a CEO*
- 2. more articulate and insightful as a leader in different situations*
- 3. better able to understand my transferrable skills*

Gary brings a joyful enthusiasm, vast knowledge and impressive experience and expertise to his coaching, which meant that the sessions were interesting, challenging, and positive all at once. I always felt that we were working on the agenda we set at the start of the sessions but were not beholden to it, leading to personal growth, greater self-assurance and an enjoyment of the sessions that I had not anticipated. Gary is a fabulous coach and I highly recommend him!

Naomi Dickson – CEO

I am more focussed and intentional in my work. I am much better at delegating. I have higher expectations of myself and others.

Gary really helped me be insightful about my own work and professional life. If I asked he would provide his own insights or reference theory but, primarily, he helped me find uncover my own solutions. He would never let me off the hook! If I mentioned or hinted at something that was making me uncomfortable or doubtful Gary would make certain we explored it fully - which was excellent and just what I needed.

Edward Thatcher - CEO